

WDES ACTION PLAN 2019/20

No	Key Action	Lead	Due Date
1	Undertake a benchmarking exercise against local NHS Trusts and against the national picture	Jo Garrity	December 2019
2	<p>Disability data obtained from ESR does not reflect the declaration rates gathered in the staff survey. Data held in ESR suggests the Trust is not representative of the communities it serves.</p> <p>Increase the number of staff declaring a disability on ESR by 2%</p> <ul style="list-style-type: none"> • Communicate to staff about the WDES and MTW results including what a disability is (giving examples of both physical and mental health issues); describing what reasonable adjustments are, why it is important to declare disability status and how this might benefit individuals 	Jo Garrity	July 2020
3	<p>The Workability Network has not met in 2019 and engagement has been challenging.</p> <p>Revitalise the current Disability Network by</p> <ul style="list-style-type: none"> • Engaging with Network Chair to revisit the Terms of Reference • Network to agree TORs • Consider how best to collaborate going forwards given the chronic nature of conditions affecting some members • Advertise aims and objectives of Network and increase Network membership by 5% 	<p>Jo Garrity</p> <p>JG & Chair JG & Chair JG & Chair</p> <p>Jo Garrity</p>	<p>July 2020</p> <p>November 2019 December 2019 December 2019</p> <p>January 2020</p>